

**COURSE DATA****DATA SUBJECT****Code:** 35862**Name:** Work psychology**Cycle:** Undergraduate Studies**ECTS Credits:** 4.5**Academic year:** 2025-26**STUDY (S)**

Degree	Center	Acad. year	Period
1313 - Degree in Business Management and Administration	Facultat d'Economia	4	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1313 - Degree in Business Management and Administration	Organisational behaviour and human factor	ELECTIVES

COORDINATION

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SUMMARY

Work constitutes one of the pillars on which current societies are based and one of the main activities of people. In this way, it has become one of the central aspects of life, with relevant implications on a personal, group, organizational and social level. The importance of this phenomenon has led to it being approached from different scientific disciplines and for different purposes. From Psychology, its different research studies allow us to better understand work, employment and their meaning for individuals and social groups, and its repercussions on the social, institutional, business, family and individual structure. Within these disciplines, Psychology has made relevant contributions that have contributed to a better understanding of the many aspects that make up this reality, allowing to improve work activity, employment, job satisfaction and personal development.

In this context, the subject of Work Psychology, within the Degree in Business Administration and Management, offers an analysis of the phenomenon of work and employment from a psychosocial perspective. Topics such as the meaning of work in people's lives, labour values, the consequences of unemployment, jobs and roles, and the fit between person and job are addressed. In addition, phenomena such as motivation and job satisfaction are studied, as well as various aspects related to health in the working environment, such as stress, burnout, mobbing and occupational well-being.



PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

There are no specified enrollment restrictions with other subjects of the curriculum.

OTHER REQUIREMENTS

COMPETENCES / LEARNING OUTCOMES

1313 - Degree in Business Management and Administration

Be able to adapt to new situations.

Be able to analyse and search for information from different sources.

Be able to relate the different elements that interact in the decisions of individuals.

Be able to transmit and communicate complex ideas and approaches to both specialised and lay audiences.

Be able to work in a team.

Demonstrate capacity for analysis and synthesis.

Have interpersonal skills.

Know the functions, techniques, models and tools of human resources management and know how to apply them properly.

DESCRIPTION OF CONTENTS

1. Introduction to Work Psychology

Work Psychology and its relationship with other disciplines and fields of study.

Definition, professional competences, roles and functions to develop.

Psychosocial approach to work.

Recent trends and transformations in the world of work and their implications to work activity and workers.

Work, employment, jobs and occupations.

Psychosocial functions of work.



2. Meaning of working and work values

Work, employment, jobs and occupations.
Meaning of working
Patterns of meaning of working.
Work values
Unemployment.
Psychosocial effects of unemployment.
Theories on Unemployment and moderator variables.
Unemployment and psychological well-being.

3. Work, jobs and roles

Work, employment and Occupations. Work, jobs and roles: definition and differentiation.
Job analysis.
Professional Competences: concept and classification.
Role performance.
Models of role-taking and role-making. Work socialization.
Extra-role behaviours.

4. Person-job fit

Person-job fit definition.
Models, dimensions and consequences from person-job fit

5. Working conditions.

Taxonomy of working conditions.
Physical environment at work.
Time and working conditions: time schedules, shift work and workload.
Social conditions and work context.
Work climate and organizational characteristics.
Tele-working a new occupational situation.

6. Motivation at work

Motivation at work: concept and definitions
Intrinsic and extrinsic motivation at work.
Motivation and tasks characteristics.
Motivation and work context.
Main theories on motivation at work and motivational strategies.



7. Affective responses at work: job satisfaction

Job satisfaction: concept and definition.
 Generation of affective states at work.
 Consequences of emotions and affective states.
 Emotional intelligence

8. Stress, burnout and mobbing at work

Concept and different approaches to studying stress.
 Models of work stress.
 Work stressors.
 Consequences of work stress.
 Strategies to prevent stress at work.
 Burnout: definition and dimensions.
 Antecedents and consequences of burnout.
 Mobbing at work.

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theory	30,00
Classroom practices	15,00
Total hours	45,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	0,00
Independent study and work	40,00
Preparation of lessons	25,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	65,00

TEACHING METHODOLOGY

At the beginning of each thematic unit, the lecturer will present the contents and learning materials for every topic. This information will be available at the virtual platform.



Didactic methods will be, predominantly, oral presentation with audio-visual support, stimulating and encouraging participation and active involvement of students.

Sessions devoted to practical activities will be developed following a differentiated methodology regarding the characteristics of each task. Structure of activities development will include the following steps:

- Instructions and information to students of every requirements need to fulfill the tasks.
- Students will develop and fulfill the tasks in small groups (3-4 members).
- Students will prepare a report regarding the content and development of activities.
- Feedback from lecturer to students about the development of activities and quality of results.

EVALUATION

The evaluation of this course consists of a final examination on the contents (60% of the grade) and a continuous assessment (40% of the grade), which includes both theoretical and practical aspects.

¿ THEORY

The evaluation of the theoretical part will consist of two sections:

¿ Examination, an objective test on the contents (which will be established at the beginning of each topic described under the heading basic bibliography), which will represent 60% of the total grade of the subject.

¿ Work done in class will account for 10% of the total grade. This part because it is done during class time, can not be recovered at another time

¿ PRACTICE

Three practical and applied assignments will be carried out throughout this course, which will be set by the teacher and which together will account for 30% of the overall grade.

Will be held in small groups, which will be formed on the date indicated by the teacher.

The date of delivery of the practice will be set in the presentation of each practice.

The final grade of the subject will consist of the sum of both parts (theory and practice). In order to be able to add each part to the final grade, a minimum of 4 out of 10 points on the examination and 4 out of 10 points on the assessment of practices will have to be obtained.

The qualification of the subject will be subject to the provisions of the Regulations of Qualifications of the Universitat de València (ACGUV 12/2004). (http://www.uv.es/graus/normatives/Reglament_qualificacions).



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To conclude this section of the evaluation it is necessary to recall that a copy or plagiarism manifest of any task part of the evaluation will imply the impossibility of passing the subject, being then subjected to the appropriate disciplinary procedures. Please note that in accordance with Article 13. d) of the Statute of the University Student (RD 1791/2010, of 30 December), it is the duty of a student to refrain from using or cooperating in fraudulent procedures in the evaluation tests, in the work carried out or in official documents of the university.

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Basic referneces:

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Complementary references:

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